

BSW/MSSW Foundation Core Competencies and Practice Behaviors

C1: Identify as a professional social worker and conduct oneself accordingly.

- C1.1 advocate for client access to the services of social work;
- C1.2 practice personal reflection and self-correction to assure continual professional development;
- C1.3 attend to professional roles and boundaries;
- C1.4 demonstrate professional demeanor in behavior, appearance, and communication;
- C1.5 engage in career-long learning;
- C1.6 use supervision and consultation.

C2: Apply social work ethical principles to guide professional practice.

- C2.1 recognize and manage personal values in a way that allows professional values to guide practice;
- C2.2 make ethical decisions by applying standards of the National Association of Social Workers Code of Ethics;
- C2.3 tolerate ambiguity in resolving ethical conflicts;
- C2.4 apply strategies of ethical reasoning to arrive at principled decisions.

C3: Apply critical thinking to inform and communicate professional judgments.

- C3.1 distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge, and practice wisdom;
- C3.2 analyze models of assessment, prevention, intervention, and evaluation;
- C3.3 demonstrate effective oral and written communication in working with individuals, families, groups, organizations, communities, and colleagues.

C4: Engage diversity and difference in practice.

- C4.1 recognize the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power;
- C4.2 gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups;
- C4.3 recognize and communicate their understanding of the importance of difference in shaping life experiences;
- C4.4 view themselves as learners and engage those with whom they work as informants.

C5: Advance human rights and social and economic justice.

- C5.1 understand the forms and mechanisms of oppression and discrimination;
- C5.2 advocate for human rights and social and economic justice;
- C5.3 engage in practices that advance social and economic justice.

C6: Engage in research-informed practice and practice-informed research.

- C6.1 use practice experience to inform scientific inquiry;
- C6.2 use research evidence to inform practice.

C7: Apply knowledge of human behavior and the social environment.

- C7.1 utilize conceptual frameworks to guide the processes of assessment, intervention, and evaluation;
- C7.2 critique and apply knowledge to understand person and environment.

C8: Engage in policy practice to advance social and economic well-being and to deliver effective social work services.

- C8.1 analyze, formulate, and advocate for policies that advance social well-being;
- C8.2 collaborate with colleagues and clients for effective policy action.

C9: Respond to contexts that shape practice.

C9.1 continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services;

C9.2 provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social service.

C10: Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.

C10a: Engagement

C10a.1 substantively and affectively prepare for action with individuals, families, groups, organizations, and communities;

C10a.2 use empathy and other interpersonal skills;

C10a.3 develop a mutually agreed-on focus of work and desired outcomes.

C10b: Assessment

C10b.1 collect, organize, and interpret client data;

C10b.2 assess client strengths and limitations;

C10b.3 develop mutually agreed-on intervention goals and objectives;

C10b.4 select appropriate intervention strategies.

C10c: Intervention

C10c.1 initiate actions to achieve organizational goals;

C10c.2 implement prevention interventions that enhance client capacities;

C10c.3 help clients resolve problems;

C10c.4 negotiate, mediate, and advocate for clients;

C10c.5 facilitate transitions and endings.

C10d: Evaluation

C10d.1 critically analyze, monitor, and evaluate intervention.